

# NewsLetter

Week of Dec. 8, 2003

Vol. 4, No. 24



## Lab Fellow Krikorian honored with 2003 Los Alamos National Laboratory Medal

by Judy Goldie

Laboratory Fellow Nerses "Krik" Krikorian is the recipient of the 2003 Los Alamos National Laboratory Medal. "Krik Krikorian's career at Los Alamos spans a large part of the Lab's history. His career personally exemplifies our broadening as a Laboratory from exclusively weapons design to threat reduction, national intelligence and other missions of national importance. Krik's contributions are immense, and he is one of our most respected and admired scientists," said Laboratory Director G. Peter Nanos, in announcing the award.

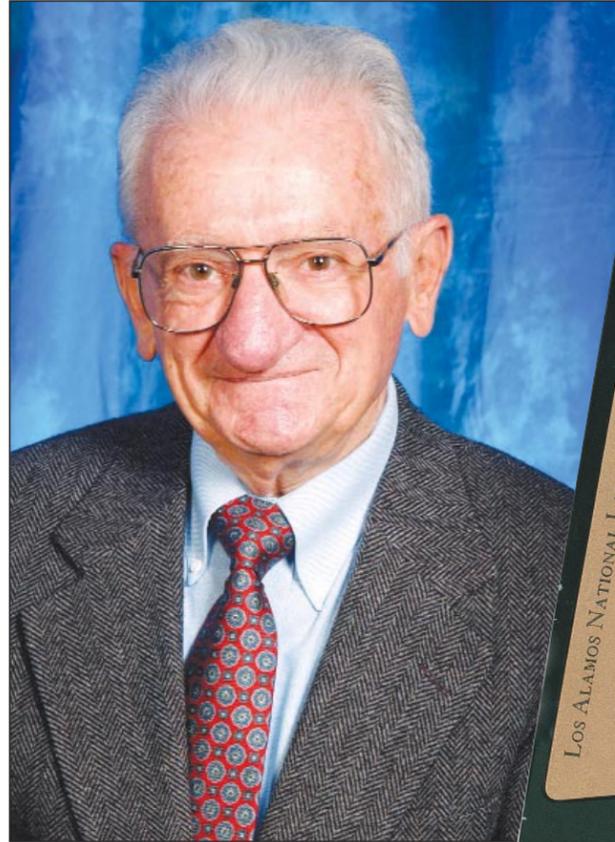
The Los Alamos National Laboratory Medal, instituted in 2001, is the highest honor the Laboratory can bestow on an individual or small group.

A pioneer in many national security programs dealing with the nation's nuclear weapons, Krikorian holds six patents and is

the author of myriad analyses and technical assessments that range from laser isotope separation; high-temperature reactor materials; directed-energy nuclear weapons and nuclear weapons testing; and arms control, counter-intelligence and nonproliferation.

Krikorian started work on the Manhattan Project as a chemist at the Union Carbide Research Labs in Niagara Falls, N.Y., in 1943, where he helped produce high-purity uranium. Krik came to the Pajarito Plateau in 1946, where he continued to work on the Manhattan Project. He joined the newly formed laboratory in Los Alamos as a chemist specializing in radiochemistry, inorganic and physical chemistry, high-temperature chemistry and materials science.

Krikorian was a charter member of the first intelligence element at the Laboratory and is



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Nerses "Krik" Krikorian



### Is he here yet? Laboratory scientists keep tabs on Santa

by Judy Goldie

Los Alamos National Laboratory's Space Data Systems (ISR-3) is keeping an eye out for Santa. Beginning at 6 a.m. Wednesday, Dec. 24, ISR-3 will track the jolly old elf on his whirlwind travels around the world and give hourly updates via its Web site at <http://santa.lanl.gov> on Santa's progress toward Northern New Mexico.

Kids of all ages also can keep track of Santa by listening to hourly reports on radio station KRSN, AM 1490.

"We expect Santa to arrive in Northern New Mexico at around midnight Mountain Standard Time on Christmas Eve," said Diane Roussel-Dupré of ISR-3, the Lab's satellite tracking group. "Basically, we expect that he'll be chasing the International Date Line to make his deliveries at midnight in all locations around the world."

Laboratory space scientists will use satellite tracking dishes located in Los Alamos and Fairbanks, Alaska, to monitor Santa's progress as he races around the world delivering presents and goodies to children everywhere. In addition, Los Alamos scientists will keep an eye on St. Nick with sensors on the ALEXIS and FORTE satellites and the U.S. Air Force with its nine tracking stations around the world also will help monitor the sleigh and its eight tiny reindeer.

"We like to think of our efforts as another way to help spread glad tidings," Roussel-Dupré said. "This is our present to the communities of Northern New Mexico."

## United Way update



The Laboratory's United Way campaign officially ended Nov. 26. At press time, the United Way campaign had a 34 percent participation rate and had collected more than \$700,000 from Lab employees. For more information on the United Way campaign, go to [www.lanl.gov/orgs/cr/unitedway/](http://www.lanl.gov/orgs/cr/unitedway/) online or see the Daily Newsbulletin at [www.lanl.gov/newsbulletin](http://www.lanl.gov/newsbulletin).

## Los Alamos NewsLetter

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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FROM THE TOP

## Director wishes employees a safe and enjoyable break

As we celebrate this holiday season, I want to express my heartfelt gratitude to everyone associated with the Laboratory and to recognize the tremendous support we have received all year from our families, friends and neighbors throughout Northern New Mexico.

This has truly been a remarkable year filled with many notable achievements, and a year I believe that has given us greater opportunities to work more closely with our customers, stakeholders and local communities.

Together, we have made significant strides in improving our business practices. We have received national acclaim and numerous awards for scientific excellence. We have set and met new performance standards throughout the Laboratory. We have challenged ourselves to be better caretakers of the environment, better stewards of taxpayers' dollars and better community citizens.

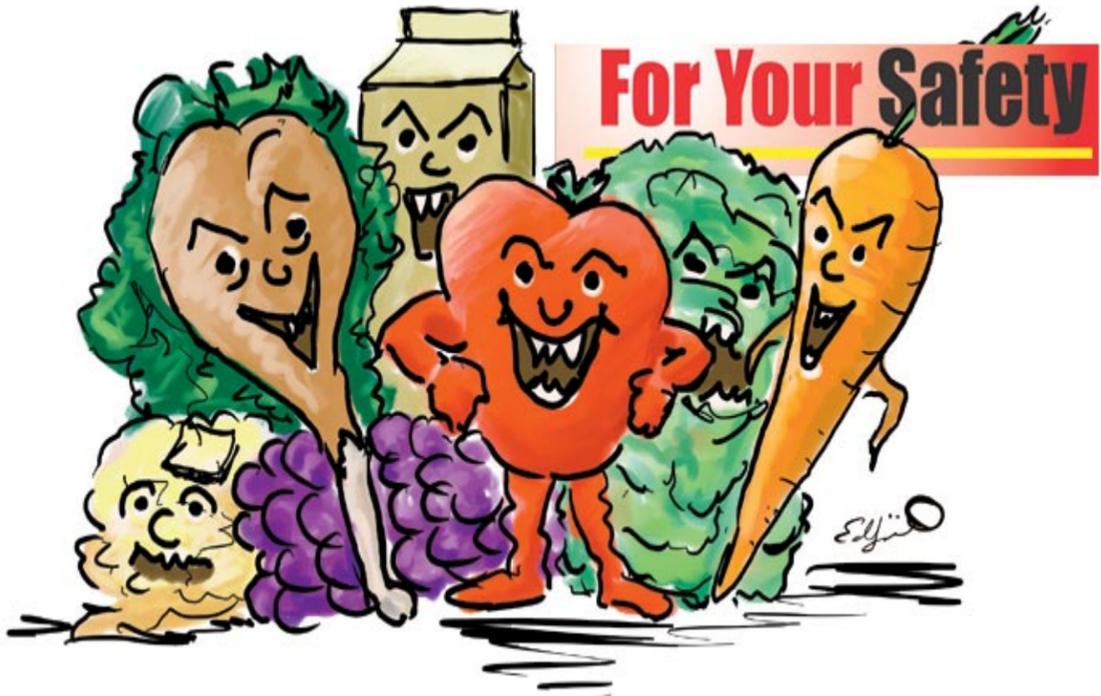
All said, we have much to celebrate and much to be thankful for this holiday season.

As you plan your holiday observances with family and friends, I want you to know how much I appreciate your help, demonstrated commitment and tireless support in preserving Los Alamos National Laboratory's place as a renowned national security and scientific institution. More importantly, I want to thank you for showing you care about this Laboratory, the beautiful state of New Mexico and the security and well being of our nation.

Please remember to have a safe, enjoyable holiday break.



Laboratory Director  
G. Peter Nanos



## Uninvited guests can spoil holidays

With all the time, effort and planning that goes into holiday cooking, it's tempting to take a few shortcuts when it comes to preparing the meal. But don't.

Food preparation practices popular during this time of year can increase the risk for unwelcome bacteria and food-related illness. Hectic schedules may contribute to cutting corners in the kitchen, and home cooks may be less familiar with cooking the large pieces of meat often served at this time of year. Buffet dinners and large-group meals also pose special challenges.

Keep dining experiences safe and enjoyable this holiday season by following these tips:

- Practice the clean-separate-cook-chill guidelines.

**Clean:** Wash hands and food-contact surfaces often.

**Separate:** Don't cross-contaminate; this is especially important for raw meat and seafood.

**Cook:** Cook to proper temperatures. Use a food thermometer.

**Chill:** Refrigerate promptly.

- Keep hot foods hot and cold foods cold. The "danger zone" for the growth of harmful bacteria is 40-140 degrees Fahrenheit.

- Perishable foods should not be left at room temperature for more than two hours. (Try not to be the last through the buffet line!)

- Enjoy commercial eggnog, but stay clear of home-prepared eggnog made with raw eggs. Salmonella, present in raw and undercooked eggs, also is a risk in raw, homemade cookie dough containing eggs.

- Follow food-safety guidelines for the preparation, handling and storage of homemade food gifts that you give and receive.

These food-safety tips are courtesy of the Wellness Center (HSR-2). For more information, visit the Gateway to Government Food Safety Information seasonal advice pages at <http://www.foodsafety.gov/~fsg/holiday.html> online.



## UC's Foley updates workers on operating contract issues

**Editor's note: The following is a letter to all UC national laboratory employees from S. Robert Foley, vice president for laboratory management at the University of California.**

Dear Colleagues:  
I am writing to provide you with an update on recent congressional legislation that contains language that will affect the competition for our national laboratories.



S. Robert Foley

The University of California has been working closely with congressional members to ensure that the FY 2004 Energy and Water Appropriations bill allows for the development of a level playing field among competitors for laboratory contracts. Additionally we sought to ensure that it allows the Department of Energy the flexibility to tailor a competition that will attract both nonprofits, such as UC, and for profit entities. We are pleased that the legislation includes these provisions and the University appreciates that the congressional conferees recognized our concerns in these and other areas.

The Energy and Water Appropriations bill also calls for laboratory contracts that have been in place for more than 50 years to be put up for competition. This legislative language means that Lawrence Livermore National Laboratory, Los Alamos National Laboratory, Lawrence Berkeley National Laboratory, Ames Laboratory and Argonne National Laboratory will be put out for bid at the end of their existing contract. Under the legislation, DOE has the ability to issue up to a two-year extension to any of these contracts.

While there still are unknowns, including what the final Request for Proposals for each of the competitions will look like, I want to assure you that the University of California is preparing as if we will compete. The final decision regarding competition will be made by the UC Board of Regents. An important element in that decision will be the degree to which the RFPs make academic and scientific excellence a key part of the selection criteria.

Be assured that we are following these issues closely and are aware that you may have concerns. In the coming months, I intend to continue to visit each of the UC-managed national laboratories, and I hope that these visits will provide an opportunity to engage in fruitful discussion on these and other issues that I know are very important to you. In the meantime, I ask that you remain focused on your mission at the laboratories and continue to work on the valuable science and technology that is so important to our nation.

Sincerely,  
S. Robert Foley

## University announces strengthened UC-Lab management organization

As part of its ongoing commitment to strengthen the management of the UC-managed national laboratories, the University of California announced a new management organization that initially includes a strengthened internal organization and a new UC Laboratory Management Council. The organizational changes take effect immediately.

"This represents a continuation of a series of changes to improve performance that have been undertaken by the University of California over the course of the last year," S. Robert Foley, vice president for laboratory management at UC, said. "In addition to the business practice improvements that we have undertaken at the national laboratories, we also want to assure that we have the best and most effective university management in place."

Key among the changes is the creation of two associate vice president positions reporting to the vice president for laboratory management — one to oversee laboratory operations and administration and the other to oversee laboratory programs. Robert Van Ness has been named associate vice president for laboratory operations. Van Ness has been with the University of California for the past decade and before joining UC he served in senior executive positions both in the federal government and with private industry.

The associate vice president for laboratory programs position will be filled by John Birely, who has held numerous senior leadership positions with the Department of Defense and advising the U.S. Strategic Command and Defense Intelligence Agency. Birely also has a strong relationship with the national laboratories, including serving at Los Alamos.

The new management includes the appointment of Merna Hurd as special assistant to the vice president for laboratory management and the appointment of Buck Koonce as deputy associate vice president for operations. Hurd currently serves as deputy to the deputy director of operations at the Lawrence Livermore National Laboratory. Koonce previously worked at the Lawrence Berkeley National Laboratory and has been with the University of California Office of the President for the past 10 years.

UC's middle laboratory management is further strengthened with the establishment of four executive director positions that include executive directors for business and finance, contracts and administration, programs, and science and technology. The executive director positions for programs and science and technology will be rotated among staff appointments from the UC-managed national laboratories. The timing and duration of appointments are being determined.

Under the new management model, the University of California also is establishing a Laboratory Management



Robert Van Ness



John Birely



Merna Hurd



Buck Koonce

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## Regents approve board to oversee national security laboratories

University of California regents have approved creation of a National Security Laboratories Board of Directors. The board will have broad powers and report to the regents through UC President Robert Dynes.

"The UC National Security Laboratories Board of Directors will bring a breadth of strong expertise to the oversight of the weapons laboratories," said UC President Robert C. Dynes. "The board will help ensure a strong governance model for continued management of the UC national security labs."

The National Security Laboratories Board of Directors will report to the UC Board of Regents through the president of the university. The board membership will include outside individuals with credibility and knowledge on a broad spectrum of issues including, but not limited to, science and technology, national defense, operations and business management. The board of directors also will include S. Robert Foley, UC vice president for laboratory management, and representation from the UC Academic Senate, which represents UC faculty. The Board of Regents, based on nominations put forth by Dynes, will appoint the external members of the board. It will be chaired by an external member and consist of approximately 15 members, the majority of which will be external.

Under the proposal, the UC regents and the board's Laboratory Oversight Committee will retain ultimate responsibility and authority for management of the UC national laboratories, including the approval of the UC contracts with the Department of Energy. The National Security Laboratories Board of Directors will have the authority for the approval of annual performance appraisals and salaries of laboratory directors and senior managers; the

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# Before you leave for the winter closure ...

by Kathryn Ostic

The Laboratory's annual winter closure is Dec. 25 through Jan. 2, 2004. While Facilities Management teams will inspect major and problem buildings during the closure, all employees should take precautionary steps to help secure their work space before leaving for the break.

To that end, the Office of Security Inquiries (S-OSI) and the Facility and Waste Operations (FWO) Division offer the following guidelines:

- Turn off and unplug all electrical equipment, including coffeepots, space heaters, humidifiers, office machines and all experimental equipment that can be turned off.
- Leave thermostats at their normal settings.
- Close all exterior doors, windows and blinds to conserve heat. Where feasible, leave internal doors open to allow heat to circulate.
- Remove all private vehicles from Lab parking lots and park government vehicles where they will not interfere with snow removal operations.
- Make sure plants have enough water to survive through the holidays.
- Secure or lock all exterior doors from the outside.

"The procedural guidelines for closing up leased space during the winter break should

be the same as for Lab facilities, with regard to tenants unplugging their equipment and checking and securing doors and windows. However, residents of Lab-leased space should communicate with their landlord about specific concerns and procedures related to their facilities during the closure," said Kenneth Schlindwein, group leader of Diversified Facilities (FWO-DF). The Security and Safeguards (S) Division also offers the following reminders to ensure that security controls work smoothly during the closure:

- On the last business day before the closure, authorized workers must properly secure all classified matter.
- Area-access custodians with travel plans or other holiday activities that will prevent them from performing duties on Dec. 24, such as end-of-day checks, should designate an alternate, authorized worker ahead of time to ensure that a substitute is available.

- Ensure that one or more of the authorized workers on the area-access list is available during the closure to make contact with the fire department and protective force personnel during emergency situations or in case a vault/vault-type room has to be re-entered. Update the access list if necessary by completing Form 1088 and send it to Security Systems (S-3) at Mail Stop G725 or by fax to 5-8477. If the

available workers are at the bottom of the list, consider posting a memo on the vault/vault-type room indicating which authorized workers to get in touch with during the closure to speed up the contact process.

Information about who is assigned to a particular facility and emergency-contact information for Facilities Management Unit (FMU); Health Safety and Radiation (HSR); Supply Chain Management (SUP) and Chief Financial Officer (CFO) divisions; FWO; Project Management (PM); S and KSL Services will be posted in the online Daily Newsbulletin.

For more information about this year's winter closure, check the Daily Newsbulletin at [www.lanl.gov/newsbulletin](http://www.lanl.gov/newsbulletin).

## Lab Fellow Krikorian ...

*continued from Page 1*

considered a national treasure by the intelligence community, as evidenced in 1991 when he was awarded the coveted Intelligence Community Medallion, presented by the Central Intelligence Agency director. The specific contributions surrounding the award are highly classified, but Krikorian's contributions to the nation's understanding of the nuclear programs of our adversaries are crucial, said Nanos.

Krikorian provided the impetus and technical foundations of the country's export-control program, based on his understanding of the nuclear weapons technology. Krikorian, who is fluent in Armenian and has a reading knowledge of Russian, also was on the cutting edge of international dialogue with Russia and was one of the first Americans in 1991 to visit Sarov, the Soviet counterpart to the Laboratory. In 1991, he also visited the Russian nuclear laboratory in Chelyabinsk 70. "Krik demonstrated that national security and international collaboration go hand in hand," said former Laboratory Director Sig Hecker, a colleague of Krikorian's in the groundbreaking dialogue with Russia. "He has brought his immense scientific talents to bear on analyzing foreign science and technology in the spirit of preserving our own security."

Officially retired from the Lab in 1991, Krikorian continues his work as a Laboratory Fellow and Associate and as a mentor to many scientists and researchers.

Krikorian met his wife Katherine "Pat" in 1946 — she came to Los Alamos in 1943 as a member of the Women's Auxiliary Core. They married in 1948. He credits his wife as being a significant contributor to his successful career in national security. He also acknowledges the encouragement and support of mentors, such as Harold Agnew, Nick Metropolis, Richard Baker and Gian Carlo Rota.

Krikorian joins a small but distinguished list of Los Alamos National Laboratory Medal winners, including the first recipients of the award, Noble Laureate Hans Bethe and former Laboratory Director Harold Agnew. The 2002 medal winners were Laboratory Fellow Louis Rosen and Laboratory Senior Fellow Emeritus George Cowan.

Krikorian will be honored at a formal award ceremony Feb. 19, 2004.



## Lab leaders meet in Santa Fe

*Achieving Lab's vision is focus of retreat*

Laboratory Director G. Peter Nanos speaks to members of the Senior Executive Team and division leaders at the opening day of a retreat last week in Santa Fe's La Fonda Hotel. "Achieving Our Vision" was the theme of the retreat. In his introductory remarks, among other things, Nanos talked about his expectations of the three-day gathering and preparing the Laboratory for the upcoming competition of the operating contract. The retreat included breakout sessions in a number of subject areas and brief remarks by Robert Foley, the University of California's vice president for laboratory management. Photo by

LeRoy N. Sanchez

# 'The Discipline of Science Illuminated by Wisdom'

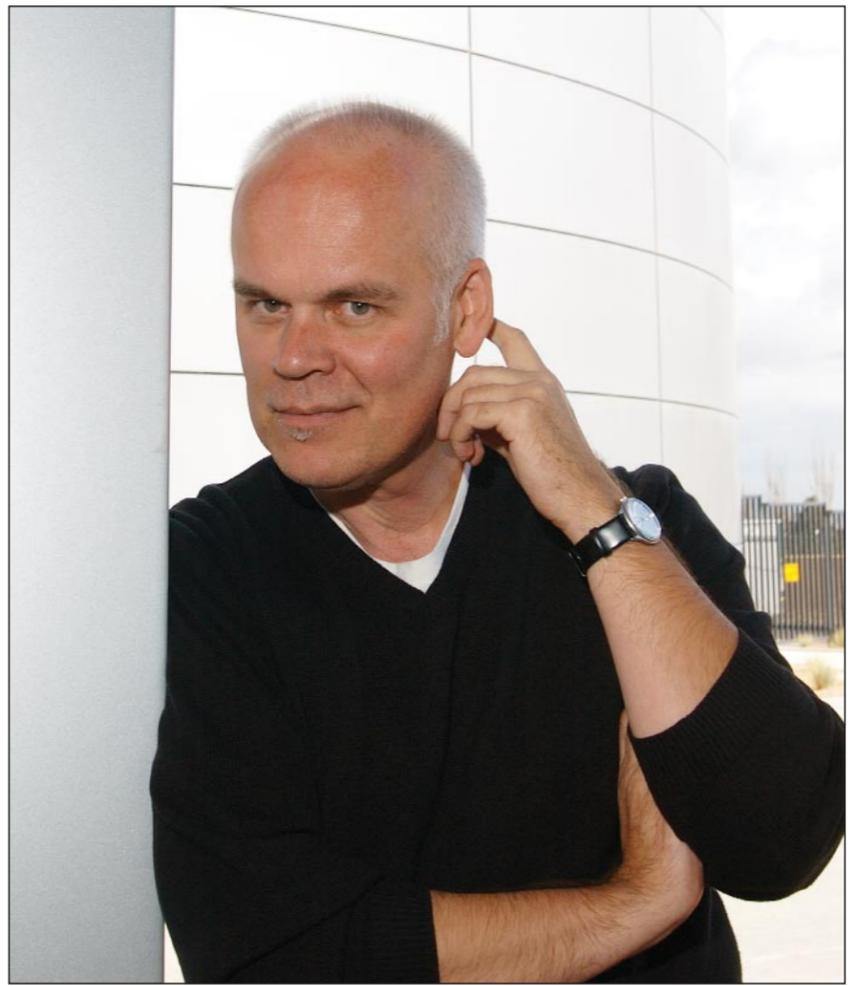
by Hana Binder

These words, which are engraved on the Los Alamos National Laboratory Medal, embody the institutional values and individual motivations that drive the remarkable people who receive this medal. The range and importance of their scientific achievement at the Lab is characterized by the next three words: discovery, innovation and service. From Noble Laureate Hans Bethe to this year's recipient Lab Fellow Nerses "Kirk" Krikorian, the medal has recognized an illustrious group of people since its creation two years ago. For designer Jay Tracy of Communication Arts and Services (IM-1), the opportunity to work on the medal was an honor that posed the challenge of designing an object that communicates the Lab's institutional values and recognizes individual accomplishment.

The project started when Pete Miller, senior advisor to then-Director John Browne, came to Tracy's group with a request to design the medal that signifies the highest honor an individual or team can receive from the Lab. Other institutions had similar awards, and the Lab wanted to create something comparable — a medal that would "represent the current values and historic standing of the Lab," as Tracy put it. It would serve to boost morale at a time when the Laboratory's reputation was being damaged by controversy in the public's eye and the community was recovering from the effects of the Cerro Grande Fire. However, as Tracy pointed out, "there was no real formal guidance given" in how to communicate these large ideas to the Laboratory work force and the public at large.

Tracy's visual sense and expertise in seeing the big picture was essential to the project because complex ideas needed to be distilled into graphic symbols that represent not only the Lab's historical role in national defense, but also the recipients' work in scientific discovery, administrative efforts or governmental advocacy, among other things.

Inspiration for the medal came from many different sources. Tracy looked at world coins; Native American shield designs; and other medals, such as the National Medal of Honor, the Nobel Prize and the National Science Foundation Medal, as well as symbols from Eastern cultures, such as yantras, which are the visual equivalent of mantras. The "illumination" of scientific discovery is both literally and metaphorically suggested through the use of a sun image. The writings of historical figures also were consulted, from Hippocrates to Shakespeare to Sir Arthur Eddington. The medal has a stylized Northern New Mexican landscape on the



Jay Tracy

back. A special pin was manufactured to allow the medal to rotate on its base so that both sides can be seen.

Tracy originally came to Los Alamos in 1998 as a publications composition contractor for the Environmental Restoration Project, after working in numerous fields, including high-technology manufacturing planning, library science, education and graphic design. Eventually, he became a graphic designer for the Information Management (IM) Division, where he won a number of awards from the Society for Technical Communication for his work. Tracy also won a contractor award in 2001 for the medal design. He subsequently became a University of California employee. The design also won an American Graphic Design Award in 2002 from Graphic Design USA magazine.

When comparing this project to typical Lab assignments Tracy, who also is an accomplished professional fine artist, pointed out: "You're really pretty hard pressed to call this graphic design, it was really a work of art that they were after." In fact, Director Browne was so pleased with Tracy's work of art he kept the prototype.



**The Los Alamos Medal, the highest honor an individual or team can receive from the Laboratory, comprises a cast bronze medallion attached to a base with a special pin that allows the medal to rotate so both sides can be seen. The design won an American Graphic Design Award in 2002 from Graphic Design USA magazine.**

# Employees share their holidays



Santa and his antlered reindeer, Rudolpha

At noon on the last work day before the holiday break, we jog down Trinity Drive costumed as Santa and his antlered reindeer, Rudolpha.  
—Amy Anderson, HSR-2, and Stan Kosiewicz, RRES-CE



After Thanksgiving, my mom and I begin our Christmas baking. Our tasty bizcochitos and empanaditas de carne come from recipes handed down by my grandmother.

—Alice Martinez, CCN-4



I recently moved to New Mexico from Blue Springs, Mo., a suburb of Kansas City. One tradition we have back home is to eat tamales on Christmas morning. Now this might not seem so unusual here in New Mexico, however we are an Irish-German-Anglo family living in the Midwest with no ties to the Southwest. It all started when my Grandad's best friend (who owns a Mexican restaurant) gave him some tamales one Christmas more than 50 years ago. Every year since then we all look forward to having tamales and cinnamon rolls Christmas morning. However, in Missouri we eat tamales with ketchup! This year I am taking home New Mexican green and red chile to eat our tamales Christmas style!

—Teryn Ebert, EES-9



Find your socks! The Crook Family's gag gift exchange can't start without everyone wearing his or her "Christmas Socks."

—Julie Crook, CIO-CS



Hispanic families in Northern New Mexico, including mine, share the holiday with loved ones who have passed. In our family, on Christmas Eve afternoon, available family members prepare farolitos and a small tree and take it to the grave site of our loved one. We light the farolitos — a uniquely New Mexican tradition — at the grave site, light the small tree, gather around the grave site and spend some quiet time in prayer and reflection with our departed family member. A drive around any Northern New Mexico community's cemeteries on Christmas Day attests to the prevalence of this tradition.

—Steve Sandoval, CER-20



The first Sunday of December three generations of us gather to make tamales. When we're done, we have a birthday party for my niece, and she reads the "Christmas Cookie Sprinkle Snitcher" to the newest generation. We practically have the book memorized, and we all chime in on "Just like raisins all have wrinkles, Christmas cookies all have sprinkles!"

—Ann Mauzy, IM-1



After living in Germany for several years, our family continued the practice of Santa Barbara's Eve visits by Saint Nicklaus. Children put out shoes or boots and those children who had been good, would awake to find candy in them, those who had been naughty would find switches and coal. Bakeries sold switches with candies tied to the them — because rare was the child who had been all good — or all bad! We still see to it that our now-grown children, and their children, get switches with chocolates.

—Roger, ESA-OPS, and Judy, CER-20, Goldie



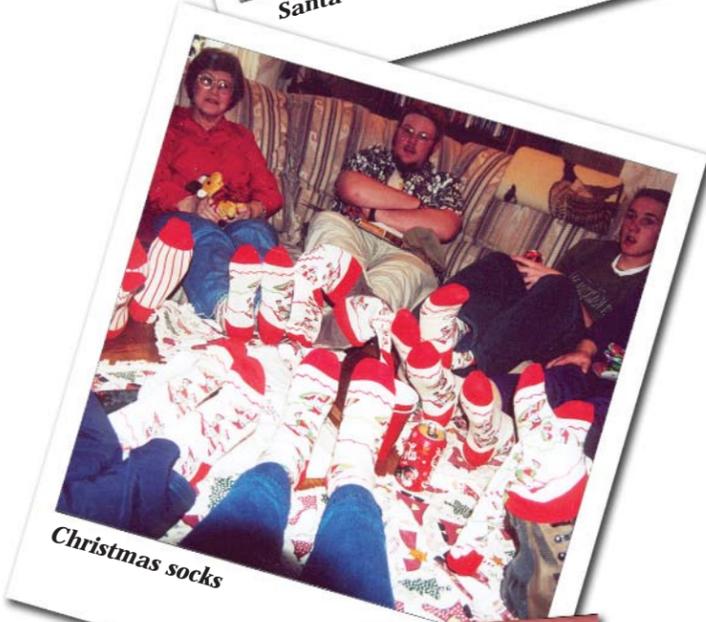
We have family gatherings and attend Church to celebrate Christmas. We give thanks for keeping Christ in Christmas.

—Richard M. Munson, SUP-1

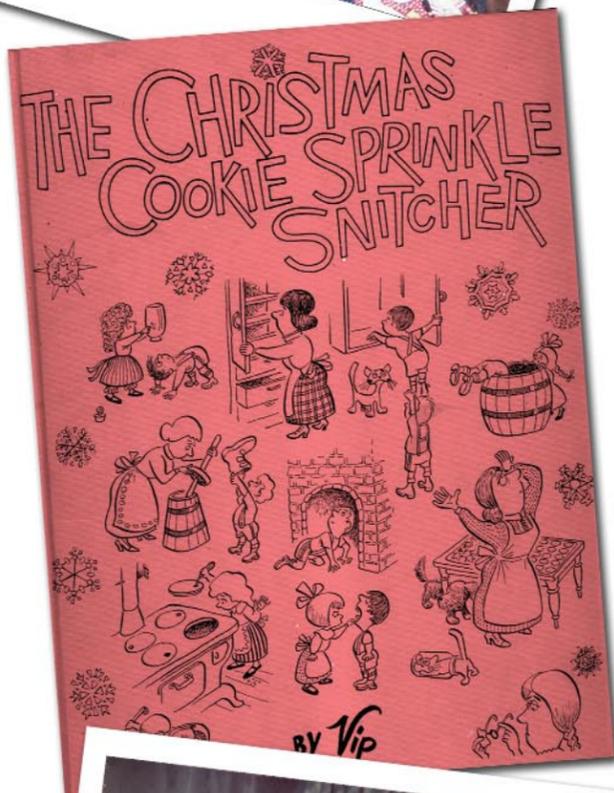


When my kids were little, we couldn't afford Christmas decorations. So I made origami decorations and they have become our Christmas tradition.

—Antonia Tallarico, RESS-CE



Christmas socks



At 11 months, Matthew Goldie's (a future GRA in the old NIS Division) first encounter with St. Nicklaus proved mighty tasty!

# ay traditions

One of our traditions is my writing of separate letters to my children and my wife, looking back on the past year. In the letter I tell each one how special and loved they are.

—Joe Riedel, NMT-3



I thought it odd when I first learned my wife's family would hang their Christmas tree from the ceiling, but the custom proved to be practical in many ways (no messing with the stand and trying to get the tree straight, rampaging boys or excited dogs would simply cause a slight swinging rather than a more disastrous result, etc.), and it has become a tradition with us over the last 20-some years.

—Bruce Panowski, RRES-WQH



My husband hails from Mumbai (Bombay), India, and I was born in the good ole U.S.A. Consequently, our two daughters have had the good fortune to know about and celebrate holidays from both cultures. My favorite holiday by far is Christmas, but the one dearest to my husband's heart is Divali, or the festival of lights. Divali is celebrated over five days each year in the fall based on the Hindu lunar calendar. This year its beginning fell on Oct. 24. While our family sometimes goes to local Divali celebrations, we observe the holiday in our home with lights or candles, Indian music and plenty of delicious homemade Indian snacks and sweets prepared by my mother-in-law or sister-in-law and shipped to us just in time to make our Divali celebration complete.

—Jacqueline Paris-Chitanvis, CER-20, and Shirish Chitanvis, T-12



Close to a holiday tradition is the “donning” of jingle-bell collars on our two Saint Bernards. Thanksgiving or the first snowfall — and until this year, that snow has been mighty scarce — the dogs' holiday wear goes on — not everyone, two- or four-legged, appreciates the noisy apparel. Next, kegs for New Year's!

—Roger, ESA-OPS, and Judy, CER-20, Goldie



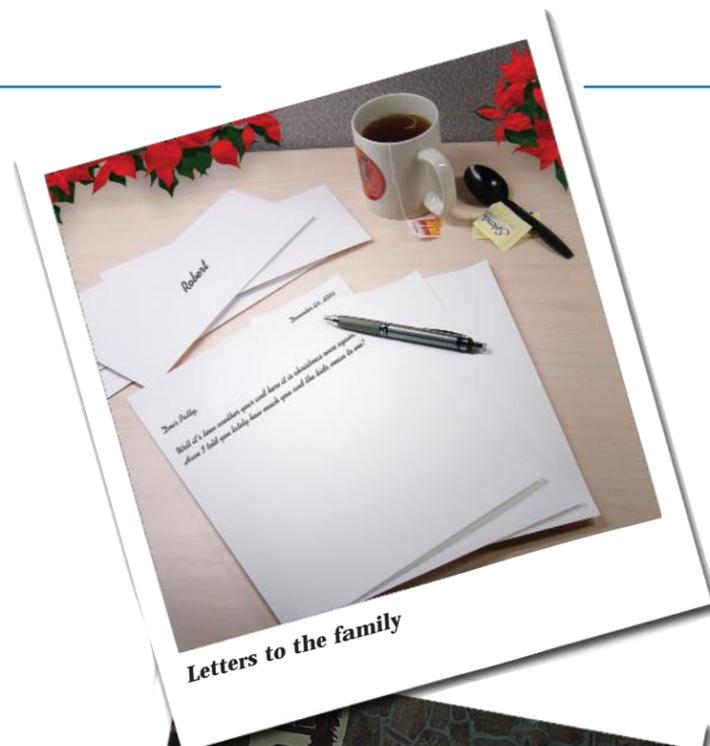
My family is very fortunate in that we have everything we need. To avoid getting caught up in the commercialization of Christmas we have decided to limit gifts for adults to Christmas tree decorations that represent a significant event in the recipients life during the current year (for example, birth of a child).

—Tony Marth, ESA-OPS

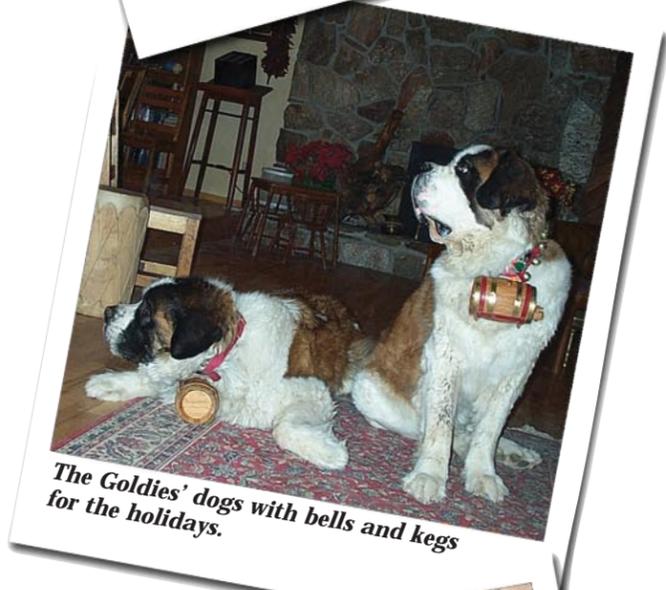


Each Christmas, I've taken a group photo of my family with each of us holding up a prized Christmas gift. The pictures span more than 25 years of my childhood and adult life. I cherish each of those memories!

—Susan Terp, RRES-MAQ



Letters to the family

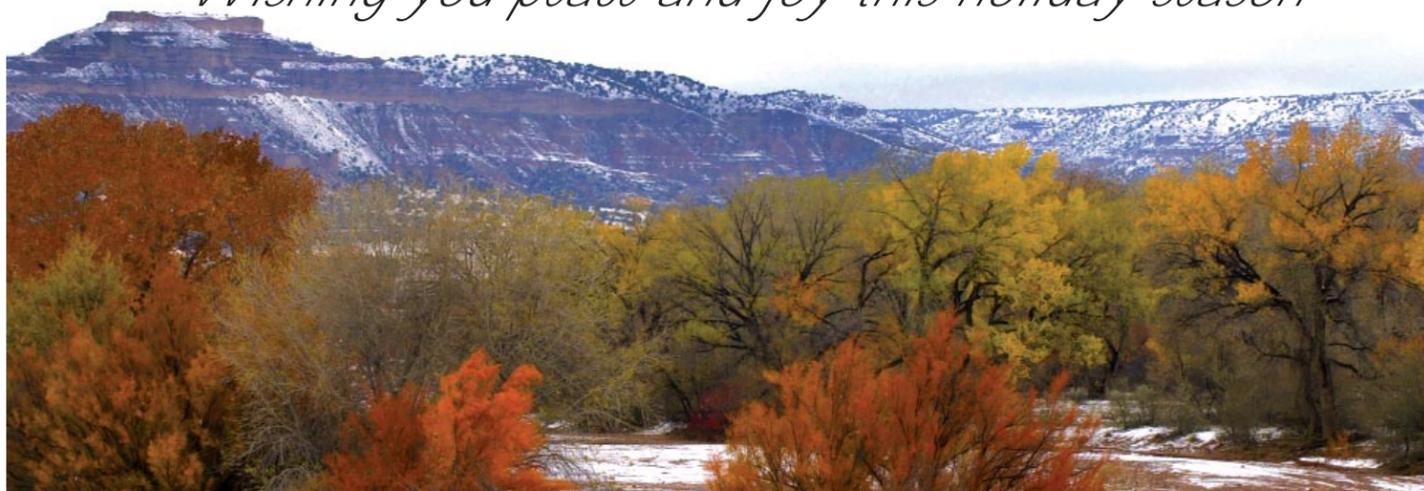


The Goldies' dogs with bells and kegs for the holidays.



A Terp family Christmas

*Wishing you peace and joy this holiday season*

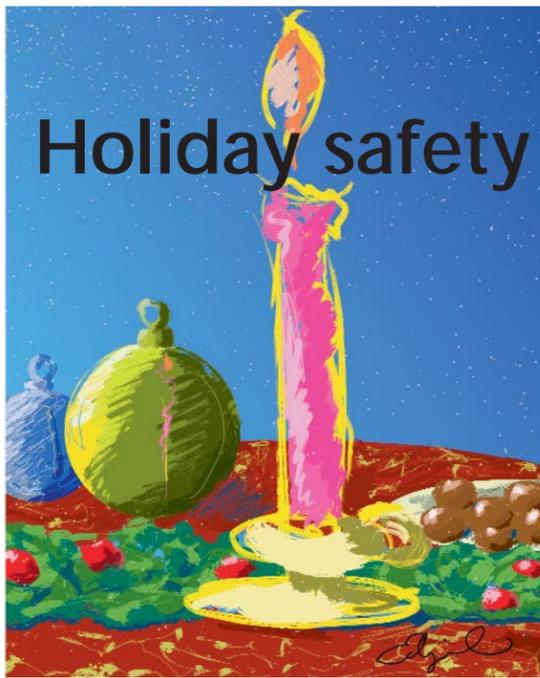


LeRoy N. Sanchez

*and happiness throughout the new year*

*Peter Nanos*

Laboratory Director G. Peter Nanos and his staff



# Holiday safety tips from the American Red Cross

The American Red Cross urges caution around the holidays when decorating with candles, cooking holiday meals and driving to and from holiday celebrations. Twelve tips released by the American Red Cross were developed to help Americans in neighborhoods across the country prevent injuries or even fatalities during the holiday season.

“One of the thrusts of the American Red Cross is to provide people with preparedness and injury-prevention skills,” said Beverly Hoover, American Red Cross health and safety expert. “We are hoping the tips raise awareness of how to prevent injuries so people can enjoy the holiday season.”

**Beware of holiday lighting:** Keep burning candles away from decorations or other combustible materials. Don't leave children unattended in a room with lit candles, and always keep candles, as well as matches and lighters, out of the reach of children. Never display lighted candles in windows or near exits.

**Test tree trimmings:** Purchase and use only holiday lights labeled by a testing laboratory. Never use candles to decorate Christmas trees. For outside decorations, use only lights labeled for outdoor use. Don't overload electrical outlets and be sure to unplug all lights before leaving home or going to bed. Never put electrical lights on a metal Christmas tree.

**Prepare for holiday parties:** Decorate only with flame-retardant or noncombustible materials. Avoid using candles

during parties. Provide large, deep ashtrays for guests who are smokers. Check the ashtrays frequently. After the party, check inside and under upholstery and in trash cans for cigarette butts that may be smoldering.

**Keep Christmas trees fresh:** Choose a fresh Christmas tree and secure it in a sturdy stand. Place the tree away from heat sources and exits and water it daily. Artificial trees should be labeled as fire-retardant. If using the fireplace, don't hang holiday stockings from it.

**Inspect fireplaces:** Have the chimney inspected by a professional before the start of every heating season and cleaned if necessary. Creosote, a chemical substance that forms when wood burns, builds up in chimneys and can cause a chimney fire if it is not properly cleaned out. Always use a sturdy screen when burning fires. Remember to burn only wood — never burn paper or pine boughs, which can float out of the chimney and ignite a roof or neighboring home. Never use flammable liquids in a fireplace. If purchasing a factory-built fireplace, select one listed by a testing laboratory and have it installed according to local codes.

**Wood stoves:** Be sure wood or coal stoves have the label of a recognized testing laboratory and that they meet local fire codes. Follow manufacturers' recommendations for proper use and maintenance. Chimney connections and chimney flues should be inspected at the beginning of each heating season and cleaned if necessary. Follow the same safety rules for wood stoves as for space heaters. Burn only wood and be sure the wood stove is placed on an approved stove board to protect the floor from heat and hot coals. Be sure to check with the local fire department and check local codes before having a wood stove installed.

**Portable and space heaters:** Place space heaters at least 3 feet away from anything combustible, including wallpaper, bedding, clothing, pets and people. Never leave space heaters operating when not in the room or after going to bed. Don't leave children or pets unattended with space heaters, and be sure everyone knows that drying wet mittens or other clothing over space heaters is a fire danger.

**Cooking:** Don't wear loose fitting clothing when cooking. It can be ignited by hot burners. Always turn pot handles in. Don't store items on the stove top; they could catch fire. Keep kitchen appliances clean and in good condition and turn them off after use. Don't overload electrical outlets, and don't use appliances with frayed or cracked wires.

**Use a designated driver:** When attending holiday parties, always designate a non-drinking driver. If hosting a holiday gathering, be sure there are nonalcoholic beverages available for designated drivers.

**Wear seat belts:** Wearing a seat belt is the easiest and best way to prevent injury in a motor vehicle collision. Insist that all passengers also wear safety belts.

**Prepare a winter storm plan:** Have extra blankets on hand and ensure that each member of the household has a warm coat, gloves or mittens, hat and water-resistant boots. Stay tuned for storm warnings by listening to the National Oceanic and Atmospheric Administration Weather Radio and local radio and television stations for updated storm information. It's also important to have vehicles winterized before winter-storm season.

**Enroll in a first aid and CPR course:** Local Red Cross agencies periodically offer first aid or CPR courses. Consider signing up for a class. It could help save a life.



ISEC KNOWS

## Do you know who's listening?

Recently, Internal Security (ISEC) has received several reports of Laboratory employees discussing potentially sensitive information in open areas, local restaurants and even on the Park and Ride busses.

In one instance, it was reported that two individuals were overheard discussing plutonium processing on the bus. It's important to remember that the Park and Ride system is open to the public; for \$1, anyone can ride and listen in to the on-board conversations.

Employees should refrain from discussing anything work related, regardless of whether it's unclassified or not. Those who ride the bus do not have the “need to know” what projects you may be working on, what you've done in the past or where you're going on travel. Remember the “need to know” principle and be aware of who might be able to overhear your conversations.

For more information about the Lab's operational security program, contact ISEC at 5-6090.

## MAP program graduates receive certificates



*Marshall Maez, left, shakes hands with and receives a certificate from Celina Brewington, director of the State Apprenticeship Council at the inaugural graduation of the joint Machinist Apprenticeship Program at Northern New Mexico Community College. Next to Brewington is Sigfredo Maestas, president of Northern New Mexico Community College, where the program is located. Behind Brewington is Rich Mah, associate director for weapons engineering and manufacturing (ADWEM). Nine students graduated in the inaugural class and nearly all of the graduates now hold regular, full-time appointments at the Laboratory or have received job offers. For more information, see*

*the Oct. 27 Daily Newsbulletin at <http://www.lanl.gov/newsbulletin>. Photo by Julie Martinez, Weapons Materials and Manufacturing (ESA-WMM)*

# Work Environment Survey results released

by Steve Sandoval

Laboratory workers who responded to a Work Environment Survey feel relatively comfortable raising concerns to their immediate supervisor and co-workers and believe their concerns will be addressed.

But they don't feel as comfortable doing so beyond their immediate supervisor. And about 40 percent of the employee respondents feel they would be retaliated against for taking their concerns outside the Lab, such as to the Department of Energy or to elected officials.

Those were some of the results from the survey conducted in September. The Senior Executive Team has been briefed on the survey results.

In a memo to all employees, Laboratory Director G. Peter Nanos said he is committed to creating and maintaining a work environment in which all workers feel free to

identify concerns of a significant nature and that such concerns are resolved in a timely and effective manner. Nanos said that the first step in meeting his objective was to understand the current state of the work environment; he authorized that a workforce survey be conducted.

A 20 percent random sample of Laboratory workers received the Work Environment Survey. A similar sample of workers from Butler, Comforce, KSL Services, Protection Technology Los Alamos, Plus Group and Weirich also received the survey. The 20 percent sample totaled approximately 2,600 employees and subcontract workers. The 49 percent response rate of this survey was higher than for other recent Laboratory surveys.

The survey consisted of 19 questions. The survey was anonymous, with respondents asked only whether they were a management or nonmanagement employee, their

management level, and their directorate and division.

The survey was developed in part by Workforce and Data Analysis (HR-WDA) and Laboratory Counsel (LC). Results of the survey were provided to the Senior Executive Team and Division Leaders Council. The survey questions and results for each question can be viewed at [http://hrweb.lanl.gov/WDA/work\\_environment/index.shtml](http://hrweb.lanl.gov/WDA/work_environment/index.shtml) online.

A summary of the survey results show

- about 80 percent of respondents feel comfortable raising a concern with their supervisors. However, fewer respondents feel comfortable raising concerns to persons above the supervisory level, and fewer still feel comfortable raising concerns outside their chain of command or to an external entity;

- about 15 percent of the respondents fear retaliation if they challenge decisions made by their supervisors or managers that they believe may lead to an unsafe condition and about an equal number fear co-worker retaliation for raising a concern;

- of those respondents who have formally reported a concern, about 15 percent have felt retaliation for doing so and about 20 percent of all respondents believe others in their work group have been retaliated against for raising a concern;

- about 70 percent of respondents believe their supervisors and managers encourage workers to raise concerns through their chain of command, and about an equal number express confidence that their supervisors and managers will attempt to resolve concerns in a timely and effective manner, yet only about 20 percent believe management recognizes or rewards those who raise concerns;

- about 40 percent do not consider critical self-assessment as a part of the Lab's culture;

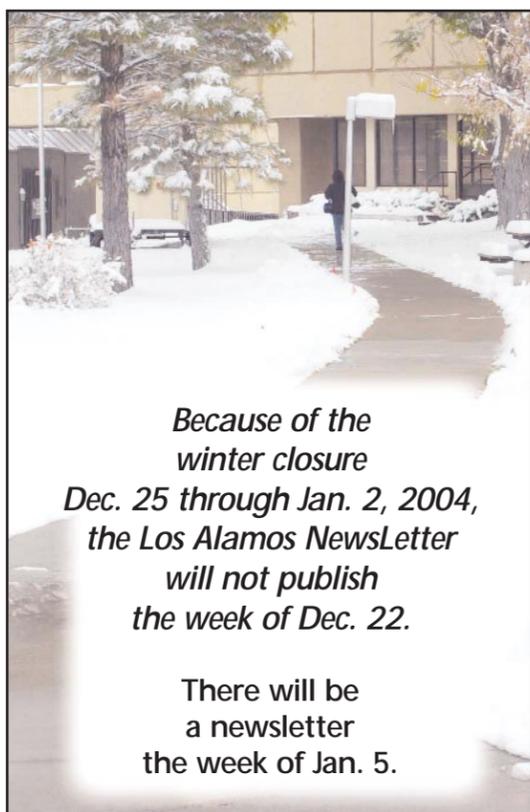
- about 30 percent believe managers place a higher priority on productivity than on reporting and resolving concerns.

In the all-employee memo, Nanos said he will take appropriate actions as necessary based on the survey results. As a first step, Nanos has directed that all levels of Laboratory management receive training specifically addressing the detection and prevention of retaliation. "The training will first be provided to the Senior Executive Team and deputy associate directors in December, with subsequent, required training sessions held for managers through the deputy-group-leader level," said Rebecca Phillips, special assistant in the Director's Office with program management responsibility for leader development.



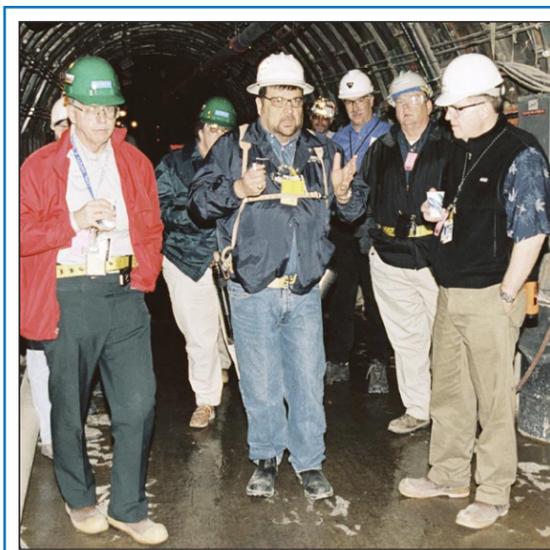
## Safety walk-arounds continue Labwide

Dave Herbert, left, of the National Safety Council, talks with Rene Pozzi of Advanced Information and Business Application Development (IM-8) about floor space heaters during a safety walk-around last month at Technical Area 00 off Trinity Drive. The walk-arounds with Herbert are part of the Labwide "Taking the Next Steps" safety initiative. Herbert noted that power cords for appliances and equipment should be safely moved from walking paths, desk and chair legs so as not to cause a tripping hazard. For more information on the safety initiative, see the Sept. 17 Daily Newsbulletin at <http://www.lanl.gov/newsbulletin> online. Photo by LeRoy N. Sanchez



Because of the winter closure Dec. 25 through Jan. 2, 2004, the Los Alamos NewsLetter will not publish the week of Dec. 22.

There will be a newsletter the week of Jan. 5.



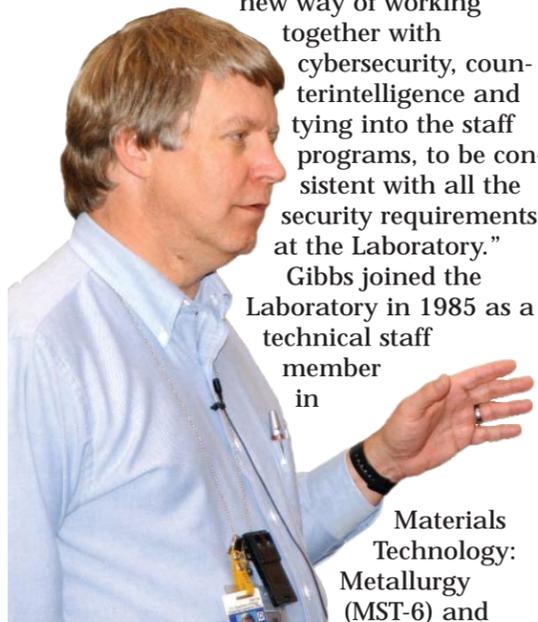
## Nanos tours Nevada Test Site

Laboratory Director G. Peter Nanos, far right, tours the U1a Complex with Laboratory Nevada Test Site operations employees and Bechtel-Nevada personnel during a recent visit. While he was there, Nanos presented 2002 Distinguished Performance awards to members of the Watusi Experiment Team for their exemplary work. Nanos also met with Kathy Carlson, manager of the Nevada Site operations; Jay Norman, deputy manager for test and operations; and Fred Tarantino, president and general manager of Bechtel, Nev., in Las Vegas. While at the test site, Nanos stayed in the Laboratory dorms in Mercury, which is base camp for the Nevada Test Site, some 60 miles north of Las Vegas. Photo courtesy of Bechtel-Nevada



## Gibbs named to Lab's top security post

**W. Scott Gibbs** is the new Security and Safeguards (S) Division leader, a post he has held in an acting capacity since January. Before taking this position, Gibbs was deputy associate director for operations under Jim Holt. "This job is more than just S Division leader, reporting to the operations directorate," said Holt. "This also includes the role of chief security officer for the Laboratory, reporting directly to Laboratory Director G. Peter Nanos. It's a



**W. Scott Gibbs**

new way of working together with cybersecurity, counterintelligence and tying into the staff programs, to be consistent with all the security requirements at the Laboratory." Gibbs joined the Laboratory in 1985 as a technical staff member in

Materials Technology: Metallurgy (MST-6) and has held a variety of assign-

ments since that time, including program manager for uranium processing and storage; scientific and technical adviser for Nuclear Materials and Stockpile Management Programs, program manager for stockpile management facilities; program director for materials and manufacturing, Nuclear Weapons Program; and deputy associate director for operations.

Gibbs holds a bachelor's degree in mechanical engineering from the University of Kansas and a master's degree in metallurgical engineering from the Colorado School of Mines.

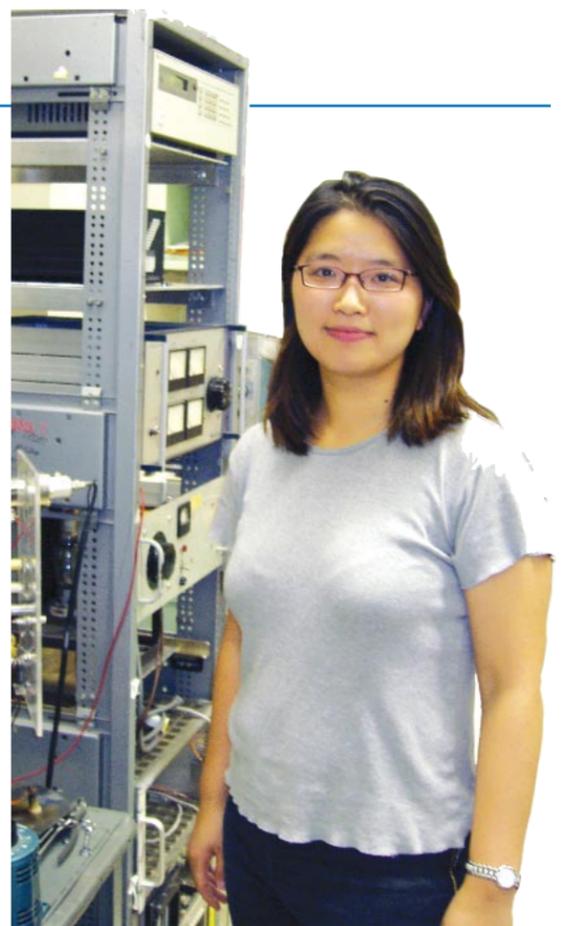
Gibbs announced some S Division organizational changes, including the creation of a deputy division leader for Security Programs and a deputy division leader for Security Operations. Those positions will be filled on an acting basis by Kevin Leifheit and S. Leigh Barnes, respectively. Gibbs also announced that Charles "Cam" Campbell will be the group leader for Security Integration (S-2) and that Dennis Armstrong will lead Emergency Management and Response (S-8).

## Liu wins Rosen Prize

**Chen-Yu Liu**, Princeton University and now a postdoctoral appointee in Neutron Science and Technology (P-23), is the 19th Louis Rosen Prize recipient for her outstanding doctoral thesis, "A Superthermal Ultra-Cold Neutron Source." The prize is awarded by the Rosen Prize Committee of the Los Alamos Neutron Science Center (LANSCE) User Group. Liu is a member of the Ultra Cold Neutron team, a collaborative effort between P-23, Subatomic Physics (P-25), Princeton, North Carolina State, California Institute of Technology, Institut Laue-Langevin, University of Kyoto and the Petersburg Institute for Nuclear Physics.

A native of Taiwan, Chen-Yu earned her bachelor's degree in physics from National Taiwan University. She came to the United States in 1997 to pursue graduate studies in physics at Princeton University. In addition to her Princeton classes and research, she spent a lot of time at LANSCE to develop the UCN source, and in the last year she visited Triangle University Nuclear Laboratory where she finished work on a UCN spin flipper.

Liu returned to the Laboratory as a postdoctoral appointee in P-23. Her current



**Chen-Yu Liu**

projects include work on the effort to measure the permanent electric dipole moment of the electron. She also is pushing forward an experimental project to test solid oxygen as a UCN source. In her graduate work she performed a theoretical calculation to estimate the potential of using magnon in solid oxygen to create UCNs and is now pursuing this idea experimentally.

The Louis Rosen Prize, established by the Los Alamos Meson Physics Facility (LAMPF) Users Group Inc., and now administered by the LANSCE User Group, is awarded to the

*continued on Page 11*

## Hecker inducted into Russian Academy of Sciences

Senior Fellow **Sig Hecker** of the Materials Science and Technology (MST) Division has been inducted into the Russian Academy of Sciences.

Hecker, Laboratory director from 1986 to 1997, was elected to the Academy as a foreign member in May and formally received his diploma and the Lomonosov gold and platinum pin in September during the Seventeenth Mendeleev Congress on General and Applied Chemistry in Kazan, Russia.

Hecker was instrumental during the early 1990s in establishing close ties between the Laboratory and nuclear weapons scientists in Russia. Those efforts have led to a number of key U.S. programs aimed at securing nuclear materials in the former Soviet Union and improving scientific collaborations between Russia and the United States.

The Russian Academy of Sciences comprises 240 foreign members and roughly 500 full members and 700 corresponding members. It includes those who, in the United States academy system, would be members in National Academy of Sciences, National Academy of Engineering and National Institute of Medicine. In addition, the Russian Academy of Sciences has a substantial number of members from the social sciences.

"It is a great and unexpected honor. I have enjoyed working with the Russians and lecturing there," Hecker said. "I'm still getting used to being addressed by the honorific title "academician" by my Russian colleagues."

Hecker's certificate of induction is signed by Academician Yu. S. Osipov, president, and by the chief scientific secretary of the Russian Academy of Sciences.



**Laboratory Senior Fellow Sig Hecker accepts membership in the Russian Academy of Sciences from the academy's vice president, Nikolay A. Platé.** Photo courtesy of Russian Academy of Sciences



The Laboratory's Holiday Drive continues through Dec. 15.

Collection boxes and Angel Tags are available in the Otowi Cafeteria lobby; TA-55 Access Center; Engineering Sciences and Applications (ESA) Division Office, TA-16; Community Relations Office (CRO); Industrial Business Development (IBD) Division/Office of Equal Opportunity (OEO) Building off Trinity Drive; and the TRK Building, Trinity Drive in Los Alamos.

For more information, see the Nov. 10 issue of the Los Alamos NewsLetter or contact Debbi Wersonick of CRO at 7-7870 or CRO at 5-4400.



# November employee service anniversaries

## 35 years

John Gosling, ISR-1  
Norman Magee Jr., T-4  
Phil Salazar, CCN-7  
Joe Vasquez, LANSCE-7

## 30 years

Martin Hughes, CFO-SYSTEM  
Elise Lee, CCN-7  
Richard Martinez, DX-2  
Anthony Sanchez, C-ACS  
Dennis Shampine, DX-2  
Joan Thompson, LANSCE-DO  
Senovio Torres, IM-4  
Cristella Trujillo-Neal, CCN-7  
Robert Zimmerman, ESA-AET

## 25 years

Thomas Baros, NMT-16  
Isaac Cordova, MST-6  
Sandra Fletcher, CCN-DO  
Stephen Fresquez, ESA-AET  
Linda Grimes, NMT-4  
Gary Langhorst, EES-2  
Dorothy Lucero, MST-8  
Thomas Marks Jr., N-4  
Ann Mauzy, IM-1  
Alan Mitchell, EES-7  
Dolores Salazar, IM-5  
Richard Sheffield, LANSCE-DO  
Walter Sondheim, P-25

Margaret Trujillo, NMT-16  
Jeremy Trujillo, NMT-5

## 20 years

Scott Allen, S-10  
David Anderson, NMT-3  
Jonathan Boettger, X-7  
John Devries, HSR-12  
Steven Dinehart, N-NP  
Janey Duncan, NMT-11  
Robert Ecke, MST-10  
Joseph Gonzales, NMT-7  
Patricia Haynie, ADTR  
Roger Huchton, NMT-7  
Diane Madrid, CCN-7  
Deborah Martinez, ADWEM  
Rosabelle Martinez, IM-5  
Cindy Martinez, NMT-15  
David Nelson, ESA-AET  
Melissa Robinson, STB-DSTBP  
Tito Sanchez, ESA-WMM  
Kimberly Sherwood, IBD  
Annabelle Torres, IBD  
Crucita Trujillo-Anaya, X-8  
Celina Mae Vigil, SUP-1  
William Zerwekh, DX-3

## 15 years

Jeffrey Archuleta, NMT-16  
Regina Baca-Garcia, FWO-DF  
Roxanne Calvert, SUP-1

Ann Cernicek, N-3  
Stephen Eubank, CCS-5  
John Faucett, LANSCE-6  
Paul Gilna, B-5  
K.M. Gruetzmacher, FWO-SWO  
Lorraine Johnson, D-3  
Daniel Martinez, NMT-15  
Victoria McCabe, S-DO  
Joseph Medina, LANSCE-7  
Brent Newman, EES-2  
Beverly Ortiz, TRO  
Nely Padiar-Collins, T-3  
Susan Ramsay, NMT-DO  
Susan Ramsey, NMT-7  
Kenna Theragood, CFO-1

## 10 years

Chris Adams, DX-3  
Scott Backhaus, MST-10  
Robert Beers, RRES-WQH  
Josephine Caffrey, CFO-SYSTEM  
Arthur Crawford, HSR-12  
James Deininger, S-7  
Mark Gray, CCN-12  
Todd Haines, P-23  
Kevin Kuhn, C-AAC  
John Morris, ESA-TSE  
David Oro, P-22  
Loretta Weiss, N-3

## 5 years

Roberta Abeyta, PS-1

Faith Benson, D-2  
Christopher Brigman, IM-1  
Bryan Carlson, C-ACT  
Paul Criscuolo, CCN-5  
Jane Cullum, CCS-2  
David Dixon, HSR-5  
Filiberto Dominguez, NMT-7  
Alison Dragt, SUP-1  
Philip Hypes, N-1  
Elizabeth Joseph, NMT-15  
Evelyn Kelley, STB-RL  
Cheryl Lucas, AA-2  
Charles Martin, ESA-AET  
Karen Martinez, N-4  
Yvonne Martinez, NMT-2  
Randy Martinez, NMT-7  
Robert Miller, DX-5  
Lori Naranjo, SUP-2  
James Pannucci, B-DO  
Frieda Romero, CCN-5  
David Rudolph, OEO  
Carlos Salazar, ISR-4  
Angela Schrandt, FWO-IBS  
Siegfried Shalles, ADWEM  
Roland Valdez, SUP-3  
Jerry Vanaken, ESA-AET  
William Varoz, ISR-4  
Elisha Vigil, HSR-1  
Hari Viswanathan, EES-6  
Sheila Wasfey, IM-DO  
Sarah White, ESA-AET

## Liu ...

*continued from Page 10*

student with the best thesis based on work done in whole or in large part at LANSCE. The Rosen Prize committee judges each submission on the thesis or dissertation's originality, the extent of the student's contribution to the research and its scientific impact. Liu was presented with the Louis Rosen Prize, a plaque and a monetary award, during the LANSCE User Group meeting in October. She also is slated to give a technical presentation based on the work done in her dissertation.

## Laboratory wins 'best practices' award

The Laboratory has been honored for innovations in large-scale computer storage.

The Laboratory received one of five "Best Practices in Storage Awards" from Computerworld and the Storage Network Industry Association. The award was presented at the Storage Networking World meeting recently held in Orlando.

The award, for "Innovation and Promise," recognizes the role played by the Laboratory, industry partner Panasas Inc. of Fremont, Calif., and the National Nuclear Security Administration in developing secure, object-based storage and the scalable file systems that use it. The storage system enables the Laboratory and others to efficiently use some of the largest commodity cluster computer systems in the world, such as

Los Alamos' new lightning system, with a peak speed of 11.26 trillion operations per second, or 11.26 teraOPS.

For about five years, Los Alamos has strongly supported the development of scalable file systems through design, funding, testing and prototyping and has worked with Panasas and other partners to identify the best uses of the object-based storage model.

"Secure, scalable storage for commodity supercomputers will benefit Los Alamos' national security mission as well as large Web-server operations and anyone who manages huge quantities of data," said Gary Grider of High Performance Computing Environments (CCN-8). "Los Alamos and the National Nuclear Security Administration have been major forces in technical efforts with academia and industry partners such as Panasas to shape where scalable storage and file systems are headed."

The parallel file systems that store data from cluster computers require extremely complex software. Before the advent of object-based storage, the parallel file system had to keep track of all the blocks of data on all storage devices, increasing complexity and causing scalability problems caused by accounting in parallel.

Object-based storage, developed in large part by Garth Gibson of Carnegie-Mellon University and now also with Panasas, greatly simplifies parallel storage software with a set of secure commands that tell devices to store and manage a variable quantity of data, thereby making for a simpler and more secure approach to the complexities that parallel file systems pose.

## University announces ...

*continued from Page 3*

Council that will leverage the professional skills, expertise, experiences and manpower already available in UC's functional organizations to enhance effective and efficient operation of the national laboratories.

"The UC Laboratory Management Council will broaden our outreach and take advantage of the exceptional resources that are within the University of California," said Van Ness. "The council will allow us to bring the expertise of the University of California's functional operations, including the offices of financial management and human resources and benefits to the management and oversight of the laboratories."

The UC Laboratory Management Council will have the responsibility to develop, issue and implement appropriate corporate policy as well as advise the vice president for laboratory management on numerous issues including effectiveness of internal controls, performance improvements and identified risk areas. In addition, the UC Laboratory Council will participate in key laboratory hires for functional positions.

## Regents approve ...

*continued from Page 3*

approval of major policies and organizational structures; the establishment of performance standards; the monitoring of performance; and to recommend to the regents the hiring and firing of lab directors.

The National Security Laboratories Board of Directors will operate through a series of committees in such areas as mission, science and technology, operations and administration, audit and ethics, and executive performance and compensation. The committees will include experts beyond the members of the board of directors. In addition, some members of the President's Council Panels will transition into the committees of the board.



**During inclement weather, dial UPDATE at 7-6622 or 1-877-723-4101 (toll free) to find out about delays or closures at the Lab.**



Laboratory Director G. Peter Nanos shows off the official logo for the Laboratory's 60th anniversary.

# 60 years of 'Ideas That Change the World'

The Laboratory celebrated its 60th anniversary in 2003. Below are photos from just a few of the many events that were held throughout the year.

## Other events



60th anniversary recognition ceremony



Nonproliferation and International Security Center dedication



Safety and Security Day 2003

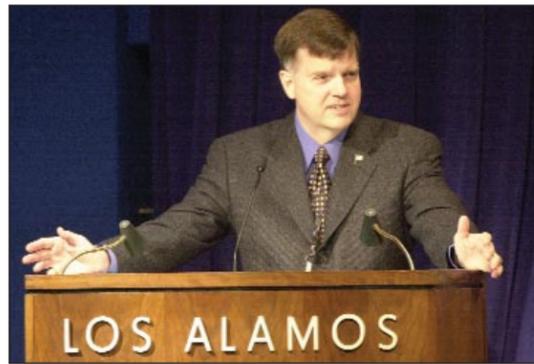


Theoretical physicist Frank Harlow presents the inaugural Heritage Lecture.



Santa Fe Fiesta

## Opening day



Laboratory Director G. Peter Nanos speaks to employees and invited guests at the Laboratory's 60th anniversary address in April. At right, the Protection Technology Los Alamos color guard presents the flags.



Rounding out the day's events, Senior Fellow Louis Rosen and Senior Fellow Emeritus George Cowan were each presented the Los Alamos National Laboratory Medal before an audience of their peers and invited guests.



## Family Festival



Thousands of employees, retirees and their families and friends stopped by Los Alamos High School's Sullivan Field on July 19 for a day of food, fun and frolicking, as the Lab held its first Family Festival.



## NewsLetter

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